

Mid-Management/Confidential

2021 BENEFITS SUMMARY



COMPENSATION

SALARIES	COLA - 1.5% effective 7/1/2018 COLA - 1.5% effective 7/1/2019
TUITION REIMBURSE	\$750 per semester, up to \$1,500 per year.

RETIREMENT

	Formula	Final Comp	Effective	ER Rate	EE Rate
PERS MISC CLASSIC	2.7% at 55	1 year	Prior 2/13/11	11.194%	11%
PERS MISC CLASSIC II	2% at 60	3 years	2/13/2011	5.794%	10%
PERS MISC NEW MEMBER	2% at 62	3 years	1/1/2013	4.732%	9.75%
PERS COST SHARE	3% employee cost share agreement.				
SOCIAL SECURITY	The City of Lincoln participates in Social Security.				
DEFERRED COMP	457(b) plans offered for voluntary employee participation.				
RETIREE MEDICAL	CalPERS retiree health per Government Code 22893 . City contributions are based on the vesting schedule and Annuitant 100/90 formula. Employees must have at least 10 years of PERS credit, 5 years with the City and retire within 120 days of separation from the City to qualify.				

HEALTH AND WELFARE

	CalPERS Medical Plans	Employee	Employee +1	Employee +2
MEDICAL INSURANCE	City contributes 80% of Region 1 Kaiser rates.	\$650.91	\$1,301.82	\$1,692.37
CASH IN-LIEU	Cash benefit to employee with medical coverage waiver equal to 66.67% of Region 1 Kaiser Employee Only rate.			
VISION INSURANCE	100% City-paid for employee only at \$9.00. Employees pay for covered dependents, \$10.80 for 1 dependent and \$19.28 for 2 or more dependents.			
DENTAL INSURANCE	100% City-paid for employee +dependents. \$61.00 for employee only and \$123.00 for employee +dependents.			
FLEXIBLE SPENDING	Pre-tax medical and dependent care FSA plans offered.			
LIFE INSURANCE	City-paid group policy with \$50,000 basic life and AD&D. Rate of \$0.183/1,000.			
MEDICARE	1.45%			
SHORT-TERM DISABILITY	City offers California SDI. Employee pays 1.2%			

PAID LEAVES

VACATION LEAVE	80 hours at 0-3 yrs	136 hours at 11-13 yrs	240 hours cap	Cash out option up to 60 hours of balance above 180 and min 40 hours usage within calendar year.
	88 hours at 3-5 yrs	144 hours at 13-15 yrs		
	120 hours at 5-8 yrs	152 hours at 15-18 yrs		
	128 hours at 8-11 yrs	208 hours at 18+ yrs		
SICK LEAVE	96 hours		1,000 hours cap	Cash out option up to 60 hours of balance above 500 and 12+ years of City service.
ADMINISTRATIVE LEAVE	FLSA exempt employees credited 64 hours, leave does not carry over.			
HOLIDAYS	10 City-paid and 16 hours of floating. Unused floating hours can be cashed out toward the end of each year.			
BEREAVEMENT LEAVE	Up to 24 hours for designated relatives.			